



# **IM/IT Competition**

## **Workforce Announcement**

### **June 2004**



## Why are we here today?

- **Inform you of the start of the competitive sourcing for the IM/IT function in USACE**
- **Talk about the process**
- **Answer your questions and address your concerns**



## Key Elements of Competitive Sourcing

- **FAIR Act Inventory - Public Law**
- **President's Management Agenda (PMA) - Directive**
- **OMB Circular A-76 (May 2003) - Policy**
- **DoD Inventory of Commercial and Inherently Governmental Activities (CIGA) - Policy**



## The President's Management Agenda

- **Spring 2001** - Administration announced intent to open commercial activities performed by government to “dynamics of competition”
- **August 2001** - President's Management Agenda Published
  - Strategy to improve management of the Federal government
    - OMB maintains Scorecard to track agencies' progress and results
    - Agency funding levels directly linked to Scorecard
- **Five Management Reforms on “agenda”:**
  - 1) Strategic Management of Human Capital
  - 2) Competitive Sourcing
  - 3) Improved Financial Performance
  - 4) Expanded Electronic Government
  - 5) Budget and Performance Integration



## **Why are we doing this?**

- **To comply with the President's Management Agenda**
  - **OMB guidance (July 2003 OMB Report): "... competition plans that agencies have customized, in consultation with OMB, to reflect their own mission and workforce mix."**
- **USACE will compete approximately 7,500 positions over a five-year period**
  - **This year (FY04) we will have two competitions for approximately 1,350 positions nationwide**
  - **We are competing about 1,300 IM/IT positions nationwide, including 49 here**
- **All federal agencies are required to conduct A-76 competitions**



## **Who is impacted?**

- **Employees performing the following IM/IT functions:**
  - **Automation services and systems support**
  - **Communications services and systems support**
  - **Information assurance service and support**
  - **Records management services and support**
  - **Printing and publication services**
  - **Visual information services**
  - **IM/IT Administration and Management**
- **The competition includes all positions in the IM/IT organization and IM/IT positions in other offices**
- **This competition does not include overseas locations, library services and certain research and development positions**

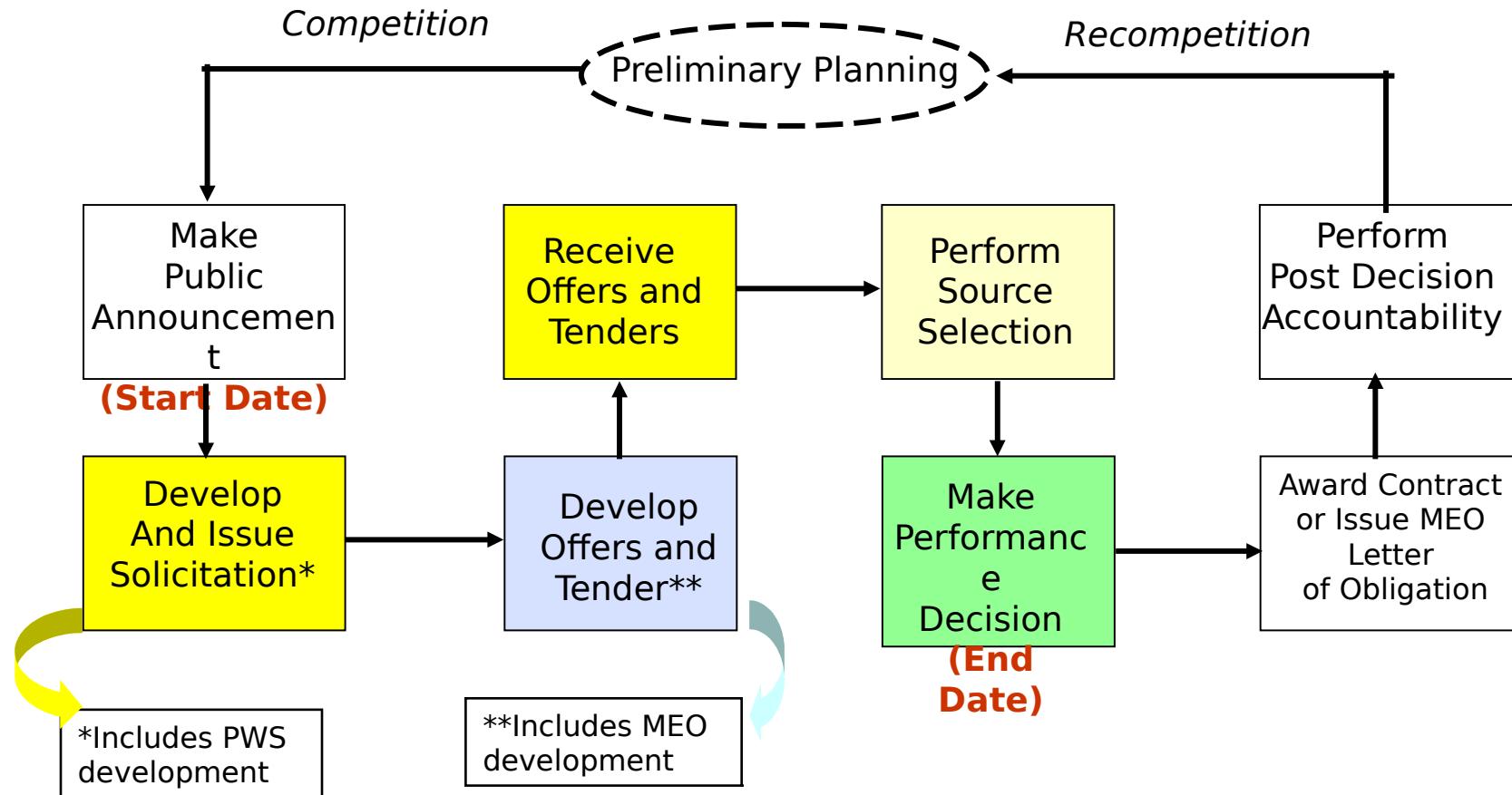


## Why are we doing a national competition?

- **To promote consistency throughout the organization**
- **To achieve economies of scale. The larger the unit studied, the more effective and realistic the economies that can be achieved**



# Standard Competition Process



12 months from start date to end date, unless a time limit waiver from CSO is granted (no more than 6 months). USACE requested and received approval of time extension for this competition.

**Details are available in  
Circular  
A-76 on the OMB website at  
[www.whitehouse.gov/omb/ci  
rculars/](http://www.whitehouse.gov/omb/ci<br/>rculars/)**





## IM/IT Competition Major Milestones

- **Workforce Announcement** **1 Jun 04**
- **Public Announcement (FedBizOps) [Start Date]** **2 Jun 04**
- **Develop Solicitation including PWS** **21 Jun 04 - 5 May 05**
- **MEO Team Begins Mgmt Study / Agency Tender** **21 Jun 04 - 7 Sep 05**
- **Issue Request for Proposals (Solicitation)** **6 May 05**
- **Receive proposals** **13 Sep 05**
- **Make performance decision [End Date]** **29 Nov 05**
- **Award Contract or Issue Letter of Obligation (MEO)** **1 Mar 06**
- **Transition Activities** **Mar 06 - Feb 07**
- **MEO in place or contract operation begins** **Feb 07**



# Competitive Sourcing - Key Players

Component  
**Competitive Sourcing Official  
(CCSO)**

Appoints  
competition  
officials for  
each  
competition

CCSO responsibilities  
have been delegated  
to MG Griffin.

**Source Selection Authority**

**Source Selection Evaluation Board**

- Evaluate management and technical approach against evaluation criteria
- Evaluate past performance
- Examine/adjust labor categories and labor amounts
- Compare best offer with agency tender
- Prepare selection report for SSA
- Conduct source selection

**Contracting Officer**

**Performance Work Statement  
(PWS) Team Leader**

**PWS Team**

- Develop PWS, performance requirements summary, quality assurance plan, bid schedule
- Determine government furnished property and materials
- Prepare solicitation package
- Determine Acquisition Strategy

**Firewall**

**Agency Tender Official**

**Most Efficient Organization  
(MEO) Team**

- Develop agency MEO in response to the solicitation
- Prepare technical performance plan
- Prepare agency cost estimate
- Finalize agency tender and deliver to Contracting Officer
- Determine Residual Efficient Organization



## What we are doing?

- **Fully supporting the Performance Work Statement Team and the Most Efficient Organization Team**
- **Providing experienced, professional contractor support for both teams**
- **Working on better means to communicate with you**
  - Remaking and updating the Corps Competitive Sourcing Website  
[www.hq.usace.army.mil/cepa/compsource/compsource.htm](http://www.hq.usace.army.mil/cepa/compsource/compsource.htm)
  - Developing means for you to submit questions and comments about the process



## **What you need to know?**

- **The competition and implementation will take at least two years**
- **We are committed to a fair competition for all parties**
- **We value you and your work**
- **We will share information with you as it become available**
- **We are committed to protecting all employee rights and benefits throughout and following the competition**



# Questions?



US Army Corps  
of Engineers®

Latest News

Chief's Messages

Project Management  
Plan and Charter

Frequently Asked  
Questions

Talking Points

FAIR Act and Commercial  
Activities Inventory

Project Delivery Team

Army Competitive Sourcing  
Office Info Page

Let Us Hear From  
YOU

## HQUSACE Web Site

*Information Page*

### Competitive Sourcing

<http://www.hq.usace.army.mil/cepa/compsource/comps>

Questions  
or  
comments?  
Click here